



Marine Unmanned Aircraft Squadron 3 (VMU-3)

Policy on Hazing

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The Marine Corps Order on Hazing, MCO 1700.28A, defines hazing as "any conduct whereby a military member or members, regardless of Service or rank, without proper authority causes another military member or members, regardless of Service or rank, to suffer or be exposed to any activity which is **cruel, abusive, humiliating, oppressive, demeaning, or harmful**. Soliciting or coercing another to perpetrate any such activity is also considered hazing. Hazing need not involve physical contact among or between military members; it can be verbal or psychological in nature." Additionally, the Order states, "hazing does not include command-authorized or operational activities; the requisite training to prepare for such missions or operations; administrative corrective measures; extra military instruction; athletic events; command authorized physical training; and other similar activities authorized by the chain of command".

Simply stated: **HAZING IS PROHIBITED and will not be tolerated in this unit.** No Marine or Sailor may engage in hazing or consent to acts of hazing being committed upon him or her. No one may, by act, word, or omission, condone, or ignore hazing if he or she knows or reasonably should have known that hazing would or may have occurred. Consent to hazing is not a defense to violating this policy. More specifically, no Marine or Sailor will direct – verbally or by implication – any other Marine or Sailor to perform any form of incentive PT, or undergo any type of initiation or "rite of passage" to any unit or organization. **Everyone in our unit has already earned their place in our Corps and there are no other additional assessments, trials, or rituals specifically designed to be a part of VMU-3.** We uphold the standards of the United States Marine Corps and we bring honor to ourselves, our Corps, and our Nation by doing so.

Hazing can also include, "threatening or offering violence or bodily harm, striking, 'axe qualifications', branding, taping, tattooing, shaving, greasing, painting, 'pinning', tacking on, 'blood winging', or forced consumption of food, alcohol, drugs, or any substance". We have already proven ourselves as warriors fit to be called Marines or Sailors, and it is contrary to our Corps Values to engage or subject our Marines and Sailors to such degrading practices. **It does not matter if individuals have deployed to combat or not**, there is no place in our unit for violence, rituals, or "ridiculous tricks" that are demeaning and have the potential to cause physical or mental damages or harm. Accordingly, **I charge all VMU-3 personnel to exercise the "Golden Rule", and treat others at all times as you would want to be treated.** Treat all with dignity regardless of the situation or circumstances.

Any Marine or Sailor involved directly or indirectly with hazing will be subject to disciplinary action under Article 92 of the Uniform Code of Military Justice and/or other applicable UCMJ Articles. Furthermore; **it is every Marine and Sailor's absolute duty to immediately report any allegations or indications of hazing and there should be no fear of reprisal for doing so.** Bottom-line: I have a zero tolerance policy for hazing and violators will be processed in accordance with the UCMJ.

The Marines, Sailors, and family members of VMU-3 are our most precious assets and we will protect them through our courage, discipline, and high standards. We are an organization of performance and pride and we will not tolerate things that jeopardize our mission, our ranks, the fair treatment of others, or the standards of our services. **"Phantoms are: Maximum Impact - No Drama...On Time – On Target"**

Semper Fidelis,

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